MULTIMEDIA UNIVERSITY

STUDENT IDENTIFICATION NO

MULTIMEDIA UNIVERSITY

FINAL EXAMINATION

TRIMESTER 1, 2016/2017

BLL3124– LABOUR LAW

(All sections / Groups)

21st October 2016
3.00 p.m – 5.00 p.m
(2 Hours)

INSTRUCTIONS TO STUDENTS

1. This Question paper consists of **TWO (2)** pages with **FIVE (5)** Questions only.
2. Answer **FOUR (4)** out of **FIVE (5)** questions. All questions carry equal marks and the distribution of the marks for each question is given.
3. Please write all your answers in the Answer Booklet provided.

QUESTION 1

En. Kaliamuthu s/o Munisamyappan aged 45 years was working in chemical plant in Segamat. He had met with an accident in the company. He was transferring chemicals from the store to the production department. The chemicals had spilled on him. He had burns and also body injuries. He was hospitalised for 40 days and then was discharged. He was not able to work as usual in the company. He requested the company to pay him invalidity pension as he was not able to work. The management refused to pay the same. Explain the terms under which an employee can get invalidity pension as per Social Security Act 1969.

[Total: 25 Marks]

QUESTION 2

Mr.Abdul Rahman is a welder in a manufacturing company namely Singgat Singatt Sdn Bhd. This company is producing wheels for trucks, cars and cycles. En. Abdul Rahman was asked to come for work on Sunday which is a rest day. He has refused to come to company and informed the company it is unlawful to compel to come for work on a rest day. The General Manager has said that it is lawful to work on rest day in certain circumstances. What are these circumstances according to Employment Act 1955.

[Total: 25 Marks]

QUESTION 3

Joey Seo Lok is employed as clerk in a manufacturing company namely Sook Susy Sdn Bhd. This company is involved in production of industrial valves in Malaysia. She is being paid salary of RM 1700 per month. The company has deducted RM 1000 from the salary in the month of July 2016. She complained to the Human Resource Manager about this deduction stating that it was unlawful to deduct so much from her salary. Explain the lawful deductions as per Employment Act 1955?

[Total: 25 Marks]

Continued....

QUESTION 4

Mrs. Anitha Ismail working in petroleum company was on her family way. She requested the Human Resource Unit to grant her maternity leave when the baby was in 7th month. The request was turned down by the management for want of manpower. She cited her health condition as reason for leave request. Discuss the various provisions regarding maternity leave under Employment Act 1955.

[Total: 25 Marks]

QUESTION 5

En.Moses s/o Mariadass working in Government Linked Company wanted money from his savings account. He has been working for last 13 years and his age is 31 years. Can this employee withdraw from his EPF account and explain what under terms an employee can withdraw . Discuss the salient features of EPF for an employee in this context.

[Total: 25 Marks]

End of question paper